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# THE ORGANIZER

UNITED STATES DEPARTMENT OF AGRICULTURE

Vol. 4, No. 15

Agriculture Local 2, UFWA

October, 1939

## UNION WINS RECLASSIFICATIONS FOR F & D EMPLOYEES; NET GAIN \$240

Six SP-1 employes of the Vitamin Division of the Food and Drug Administration, four of them UFWA members, have been reclassified from \$1020 to \$1260 positions. Last May the Adjustment Committee conferred with Mr. Linton, Business Manager of Food and Drug. The committee brought out the fact that these people were actually doing work of a higher grade and that the very low salaries made reclassification particularly urgent. After some study, Food and Drug has found it possible to reclassify the positions in question.

## DEFINITE POLICY NEEDED TO ELIMINATE UNNECESSARY OVERTIME

Overtime which is attributable mainly to faulty management can and should be eliminated. Rural Electrification, now part of the Department, showed the way over a year ago when administrative

## VOLUNTARY CONTRIBUTIONS

Employees are entitled to a voice in the conduct of such affairs as the raising of funds for the Community Chest, Red Cross, and for other purposes. High pressure methods have caused considerable resentment in the past, several such instances coming to light in the past year.

To make effective the voluntary basis of contributions, the Union is asking for an administrative policy that solicitors should not be serving in administrative or supervisory capacities and that no employee be required to make or sign statements as to why he or she does not wish to contribute. We believe that effective presentation of the community needs will not find those fortunate enough to hold steady Government jobs lacking in generosity.

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NEXT MEETING: Monday, Oct. 23,  
7:30 p m, 532 - 17 St. N. W.

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### THE ORGANIZER

Local 2 of the United Federal  
Workers of America, CIO

President.....Edmond Harris  
Vice-Pres.....Geniana Edwards

### DEFINITE POLICY ON HOT WEATHER DISMISSALS FOR NEXT SUMMER

The Union's three-year campaign for a hot weather agreement has finally resulted in definite action. In a letter to Local 2, in regard to a policy for excusing employes during hot weather, Personnel Director Hondrickson stated, "As for next summer,----- this Department will have a policy which will be written, published, and available to any employe well before the hot weather sets in."

### UNION WINS AUTHORSHIP CREDIT FOR PROFESSIONAL WORKER

Through the Union, a professional worker in the Bureau of Home Economics has been granted credit for the joint authorship of a technical bulletin. She was responsible for writing a part of the bulletin but could not get assurance from the Bureau that she would be credited as a joint author until Adjustment Committee conferences with officials of the Bureau resulted in definite promise of authorship credit. Such

### PRESIDENT ROTTENBERG RESIGNS

Si Rottenberg tendered his resignation as President of Agriculture Local 2 at the October 9 meeting. He explained that he was compelled to do this because of his work at George Washington University this semester which will require most of his time outside of office hours. Ed Harris of the Marketing Division was elected to succeed him.

Mr. Rottenberg has been a member of the United Federal Workers in Agriculture since it was first organized and has been one of the biggest reasons for its success. He will continue to serve the Union as a member of the Executive Committee.

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credit is frequently important as a means to advancement in professional work, and the Local would welcome comments from member professionals as to what type of authorship credit policy is needed.

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WATCH FOR NOTICE OF DANCE TO BE  
HELD IN NOVEMBER!



## SUPPORT THE UFWA IN CAMPAIGN FOR RAISES!

Congress has requested the Bureau of the Budget to formulate a definite program on raises which would be offered to replace the present practice of leaving it up to the individual bureaus. This is just the type of situation where organized employes can make their views effective and the United Federal Workers has gone into action.

The National Office will appear at hearings to present a general program on administrative raises and also to place before the Budget Bureau requests for more funds for salary increases. The Union will urge the Budget Bureau to recommend dropping of the "average clause" now written into appropriations acts by Congress. This provision keeps the average salary for employes in each grade down to the middle salary for that grade, resulting in some locking of grades in the older bureaus. The Union also advocates that everyone who is eligible and who has not had a salary increase for a year or more be granted a raise and that a two-step increase be granted anyone earning less than \$3200 per annum who has not received an increase for 5 years or more. A third point in the general program is that raises be granted automatically each year.

Local 2 has presented this program to Personnel Director Hendrickson. He stated that for the 1940-41 year he is requesting the Budget Bureau for an increase in funds of one-third the amount necessary to bring the average salary in the Department to mid-grade.

The Washington personnel now average between the first and second steps of the grade, while the middle of the grade is about the third step. Field employes average just over the first step. If continued for three years, this would result in bringing Departmental salaries up to the present maximum and would result in one or two raises for all eligible employes. Mr. Hendrickson also indicated his support of the move to drop the average clause though he thought it would take considerable pressure to influence Congress to do so.

The Union has (1) secured the information that the Budget Bureau has been asked to develop a uniform policy on raises, (2) organized a campaign to make employe desires effective in that policy, (3) informed YOU of these developments, and (4) provided a channel for the expression of your views. Without organization

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## "POP COULD BE WRONG"

A nation-wide survey conducted by Wallaces' Farmer, leading farm journal, reveals striking changes in the thought trends of farm folk.

The magazine, which had been edited by our own Secretary Wallace prior to his assumption of his present duties, polled scientifically a sample of young farm people of high school age to find out what they were thinking. In an article entitled "Pop Could Be Wrong," the results of this survey were summarized.

To us, the most interesting of the questions put to these people was the following:

"When you hear of a dispute between employers and workers, and before you have had a chance to study the facts, are your sympathies ordinarily with the employers or the workers?"

The survey showed 23 percent favoring employers; 65 percent favoring workers; 12 percent undecided.

### MEMBERSHIP BLANK

NAME \_\_\_\_\_

ROOM \_\_\_\_\_

PHONE \_\_\_\_\_

Send by chain envelope  
to Simon Rottenberg, Room 0718,  
South Building.

## BAE ORGANIZING CAMPAIGN GETS UNDER WAY

Union members of the Bureau of Agricultural Economics met on Friday, Sept. 29 to discuss employee problems and organization plans. Seymour Etkin was elected temporary chairman of the BAE committee and it was decided to meet on alternate Fridays.

Similar groups have been set up in other bureaus and divisions of the Department. The small units can be very effective in handling intra-division problems as the experience of the Consumers' Counsel employees testified. Union members may expect to be contacted, if they have not already, to help with this work.

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order and proper planning eliminated all but emergency work overtime. Local 2 has urged that the Department adopt a policy which would require that advance approval be secured for overtime and that records of all such work be kept by the central personnel office.

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of a permanent type you would be powerless to influence legislative or administrative policy; the Union needs and deserves your financial and personal support to carry this and similar programs to successful conclusion.